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STATE OF MICHIGAN
DEPARTMENT OF LABOR & ECONOMIC GROWTH
LANSING

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House Bill 4967 (As Introduced)

Topic: Security Guard Employment Requirements
Sponsor: Representative Mortimer
Co-sponsors: Representatives Hildenbrand, Hune, Gaffney, Nofs, Stahl, Marleau, Acciavatti, Mayes, and Sheltroun.
Committee: Regulatory Reform

Date Introduced: June 16, 2005

Date of Summary: June 20, 2005

The employer must hire security guards who are direct providers of security services. The employer must also provide 8 hours of pre-employment training before placement at a job site. Pre-employment training must consist of the following subject matter:

- State law, rules, and regulations pertaining to security guards and security police, including uniform requirements
- Weapons and equipment
- Origin and limits
- Search and seizure issues
- Distinct responsibilities from that of law enforcement
- Civil liability, communication, professionalism, attitude
- Defensive tactics, verbal de-escalation, report writing, and patrol duties
- Emergency response, biohazards, bomb threats, weather, evacuation, and fire prevention

The bill further provides that the Department of Labor and Economic Growth shall adopt by either rule/and or reference, pre-placement training programs in the subject matter described above. Furthermore, the Department may adopt other existing programs under the Michigan Contract Security Association (MCSA) or other acceptable entities.

Additionally, the bill requires that employees must complete an on-the-job training program within 90 days after accepting employment. The training program of the Michigan Contract Security Association is adopted by reference in the bill. The Department may adopt any changes to that program that may come about. The employer must note completion of the on-the-job training program in the employee personnel file.

Instructors providing the training must be approved by the Department and meet the standards offered by the MCSA. Subject matter for pre-employment and on-the-job training may be offered by a departmentally approved high school, intermediate school district, community college, university, trade school, etc... The Department must accept clock hours, as defined in this bill, or equivalent credits.

Within 5 days after completion of the pre-employment/on-the-job training program, the provider must provide the employer the names of those who successfully completed the program. Failure to do so is grounds for disqualification by the Department to continue as a provider of training programs.

The licensee shall monitor employee participation in the courses mandated and must suspend employment of an employee who is not meeting training requirements until he/she meets such requirements. Failure to do so is grounds for suspension and revocation of license.

The training provider is immune from civil liability for any damages to any person or property caused by the individual trained. An exception applies to gross negligence. This bill is an addition and not a substitution to current immunity laws.

This bill provides strict penalties for those who (1) falsely state or represent that he or she is an agent of a licensed security alarm system contractor, private security police officer, or private security guard and/or (2) provide or offer to provide services as a private security guard without being licensed under this act or exempt from licensure under this act. Committing any of these acts is a felony punishable by imprisonment for not less than 2 years or a fine not more than \$5,000.00, or both.